



SPECIAL AGENT

Department of Corrections and Rehabilitation

Departmental Open Examination
Examination Code: 2CE14
Final Filing Date: January 13, 2023

EQUAL OPPORTUNITY EMPLOYER

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right of family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.

DIVERSITY, EQUITY AND INCLUSION

The California Department of Corrections and Rehabilitation (CDCR) and California Correctional Health Care Services (CCHCS) are committed to building and fostering a diverse workplace. We believe cultural diversity, backgrounds, experiences, perspectives, and unique identities should be honored, valued, and supported. We believe all staff should be empowered. CDCR/CCHCS are proud to foster inclusion and representation at all levels of both Departments.

TESTING DEPARTMENTS

California Department of Corrections and Rehabilitation (CDCR)

CLASSIFICATION DETAILS

Salary Range:

A \$8,242.00 - \$10,500.00 per month
B \$9,196.00 - \$11,509.00 per month

View the [classification specification](#) for the Special Agent classification.

WHO SHOULD APPLY

Applicants who meet the minimum qualifications as stated below.

HOW TO APPLY

All applicants must complete and submit an [Examination Application \(STD. 678\)](#) , [Criminal Record Supplemental Questionnaire](#).

By mail to:

**Department of Corrections and Rehabilitation
Talent Acquisition and Career Services
P.O. Box 942883
Sacramento, CA 94283-0001**

Or in person at:

**Department of Corrections and Rehabilitation
1515 S Street
Sacramento, CA 95811-7243
Attn: Talent Acquisition and Career Services, 101N**

For all peace officer examinations, a Criminal Record Supplemental Questionnaire must be submitted with an Examination Application (STD. 678).

If you are personally delivering your application, you must do so between the hours of **8:00 a.m.** and **5:00 p.m.**, Monday through Friday, excluding holidays, on or before the final filing date, to the street address listed above.

Criminal Record Supplemental Questionnaires are available at CDCR's internet website at [CDCR Career Opportunities](#) or in person at the street address listed above.

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Completed applications and all required documents must be received or postmarked by the Final Filing Date in order to be considered. If an application is received after the final filing date with a late or missing postmark, the application is considered late. It is the applicant's responsibility to submit their application on time and to ensure the envelope is postmarked if applying by way of U.S. mail or contains proof of timely deposit with a parcel delivery or courier service. Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the United States Postal Service (USPS), are not considered Postmark dates for the purpose of determining timely filing of an application.

NOTE: Only applications with an original signature will be accepted.

SPECIAL TESTING ARRANGEMENTS

If you require special testing arrangements due to a verified disability or medical condition, mark the appropriate box on your Examination Application (STD. 678) and you will be contacted to make specific arrangements. You may also contact Talent Acquisition and Career Services at (916) 322-2545.

APPLICATION DEADLINES/REQUIREMENTS

January 13, 2023 is the final filing date. Applications postmarked, personally delivered, or received via interoffice mail after this date will not be accepted for any reason.

All applicants must meet the minimum qualifications for this examination by the written test date.

TEST DATE

The written test date will be **April 16, 2023**

MINIMUM QUALIFICATIONS

IMPORTANT: When using education and/or specific course work to meet the minimum qualifications, you must provide a copy of unofficial transcripts along with your application.

- Possess a valid driver's license prior to appointment;
- Have Qualifying peace officer experience consistent with Penal Code section 830, and specifically defined in one of the following Penal Code sections: 830.1, 830.2, 830.3, subdivisions (a), (c), (d), (f), (h), (i), (k), (p), (q), or (s), 830.33, subdivision (a), 830.38, subdivision (a), or 830.5 to meet the minimum qualifications.

Education requirement for all levels may be substituted with additional qualifying experience on a year-for-year basis.

Candidates who are within six months of satisfying the experience requirement for this class series will be admitted to the examination, but they must fully meet the experience requirement before being eligible for appointment.

Education: Equivalent to completion of 60 semester units of college credits; **and**

Experience: Six years of experience as a peace officer in California State or local governmental agency. Experience applied toward this pattern must include at least two years of full-time work performing investigative duties* in an investigative unit, or in a specialized unit or taskforce, and one year of experience performing duties at a level of responsibility comparable to a Parole Agent I, Adult Parole, or Parole Agent I, Youth Authority.

NOTE: Equivalent to completion of 60 semester unit of college credits. Applicants must have the number of semester or quarter credits.

***Definition of Investigative Duties to Meet Minimum Qualifications for All Patterns:** In order to meet the minimum qualifications, investigative experience must have been in an investigative unit, or in a specialized unit or task force, performing duties such as: apprehend and arrest suspects; develop field operation/investigation plans, and safely execute them; develop relationships with informants; examine a variety of records to locate links in chains of evidence or information; gather in-depth background data and information; identification and surveillance of suspected criminal activity and location; identify, gather, preserve, verify, and analyze pertinent records and all types of evidence including photographs and taking measurements and drawing diagrams/sketches; identify, locate, and interview/interrogate suspects or witnesses and analyze their testimony; investigate complaints of civil, criminal, and/or administrative misconduct; monitor electronic surveillance equipment; plan, coordinate, and participate in law enforcement actions involving criminal suspects, and work undercover as well as participate in covert investigations and raids; prepare the case for legal proceedings and/or testify in court proceedings; report facts and statements; work with other law enforcement agencies and the courts; write and serve search warrants and administrative subpoenas; and write arrest and investigative reports.

OUT-OF-CLASS EXPERIENCE: A "completion of an out-of-class assignment" memorandum, dated within one year of assignment completion, is required to use as out-of-class experience to meet the minimum qualifications for examination purposes. Employees may obtain this documentation from his/her Institutional Personnel Officer/Personnel Liaison. Out-of-class experience without required documentation will not be considered for examination purposes.

SPECIAL PERSONAL CHARACTERISTICS

Willingness to: travel and work throughout the State and out of state at unusual hours; associate with criminally-inclined persons in their environment during the performance of duties with the possibility of life-threatening contact; work under-cover and participate in covert moving, stationary, and aerial surveillance; pursue violent repeat offenders and effect their arrest; use all appropriate means, including deadly force, to carry out peace officer duties; and accept constructive criticism.

SPECIAL PHYSICAL CHARACTERISTICS

Freedom from any physical, mental, or emotional condition or limitation that would interfere with the full performance of the essential duties in these classes.

POSITION DESCRIPTION AND LOCATION(S)

The **Special Agent**, under direction of a Senior Special Agent, is considered the entry level, and progresses to the full journey level, conducting criminal and administrative investigation activities. At the entry level, will receive on-the-job training in the application of the principles and techniques of conducting law enforcement investigations and activities for the department, and conduct the routine investigations while learning the department's operating procedures and investigative techniques. At the full journey level, under general supervision, will independently, or as a member of a team, perform the most difficult and complex cases, projects, or assignments, including acting in a lead capacity; provide guidance and training to the department's hiring authorities regarding investigations; gather background data; and aid law enforcement agencies in the resolution of crimes involving offenders and/or those employed by the department.

Position(s) exist within CDCR in the Office of Internal Affairs and Office of Correctional Safety.

EXAMINATION INFORMATION

The written examination will be administered in an online format consisting of job-related multiple-choice questions

Candidates will be emailed: CLASSMARKER Test Link

Candidates will need the following: A desktop/laptop/tablet/mobile device with access to the internet.

Compatible Web Browsers/Devices: Internet Explorer, FireFox, Chrome, Safari, Edge, Opera. Desktop/Laptop/Tablet, iPhone, Android, Chromebook.

It is anticipated the online written examination will be held **April 16, 2023**.

More information regarding the examination will be sent to the email address provided on your application.

PLEASE ENSURE THE CORRECT EMAIL ADDRESS IS INDICATED ON YOUR EXAMINATION APPLICATION (STD. 678). PLEASE MONITOR YOUR INBOX AND JUNK/SPAM FOLDER FOR EMAIL CORRESPONDENCE RELATED TO THIS EXAMINATION.

EXAMINATION PLAN

This examination will consist of a written test weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the examination. **CANDIDATES WHO DO NOT APPEAR FOR THE WRITTEN TEST WILL BE DISQUALIFIED.**

Note: The written test will consist of two components, Written Communication Skills and Investigative Techniques. The Written Test Study Guide is available from the CDCR website at: [Special Agent Study Guide](#) or in person at the street address listed above.

Written Test -- Weighted 100.00%

Scope: Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:

Knowledge of:

1. The department's mission, activities, laws, rules, and regulations.
2. Provisions of the California Penal Code, Evidence Code, and Code of Civil Procedure.
3. Investigative operational plans.
4. Gang management.
5. Criminal and administrative investigation techniques and procedures.
6. Interrogate, interview, information and intelligence gathering processes and procedures.
7. Principles, procedures, and recent trends in corrections and parole administration.
8. Illegal drugs, controlled substances, paraphernalia, packaging, trafficking, and addiction.
9. Laws of arrest.
10. Constitutional rights including proper tactics and use of force in effecting arrests of suspects.
11. Search and seizure and the service of legal process, techniques for collecting, securing, and preserving evidence and the rules of evidence, and court procedure.
12. Tactical operations.
13. Officer safety.
14. Training techniques and methods used in creating, modifying, and delivering training.

Ability to:

1. Collect, process, and secure evidence.
2. Develop techniques, methods, and skills and apply applicable laws required to conduct criminal and administrative investigations.
3. Establish and maintain cooperative relationships, and promote collaborative participation with law enforcement, governmental agencies, and others.
4. Prepare and present well organized, accurate, timely, clear, and thorough written reports and presentations.
5. Maintain written and electronic files.
6. Communicate effectively for successful job performance.
7. Represent the department.
8. Analyze situations accurately and take effective action.
9. Exercise good judgment.

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10. Demonstrate good work habits.
11. Remain observant for prolonged periods of time.
12. Recall an incident and retain the memory of names and faces.
13. Have and maintain sufficient strength, dexterity, and good physical agility, including endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employee or offender.
14. Judge an emergency situation and maintain mental and emotional stability, determine the appropriate use of force, and carry out that use of force.
15. Not be psychologically manipulated by offenders.
16. Operate a motor vehicle safely and effectively.
17. Maintain a satisfactory record as a law-abiding citizen.
18. Maintain and ensure confidentiality of department information.
19. Effectively organize, prioritize, and handle changing priorities.
20. Prepare and present well-organized accurate court testimony.
21. Gather, analyze, and evaluate facts and evidence.
22. Successfully use, maintain, and qualify with approved firearms and required safety equipment.
23. Use current technology.
24. Utilize a variety of weaponry and communication technology.
25. Remain functional with exposure to fumes, gases, or various chemicals (e.g., pepper spray, tear gasses, etc.).

The Job Analysis identifies job duties and job requirements for the classification and may be referenced in preparing for the examination. The Job Analysis for the Special Agent is available on the CDCR website at: [CDCR Job Analysis](#).

Note: To ensure a fair and equitable opportunity for all competitors, CDCR does not authorize the gathering of informal study groups or the distribution of informal sample test questions to prepare for examinations. Additionally, pursuant to California Government Code Sections 19680 and 19681, candidates are not to obtain or discuss test questions and/or answers from current or prior examinations to prepare for upcoming examinations.

ELIGIBLE LIST INFORMATION

The resulting eligible list will be established to fill vacancies for CDCR.

VETERANS' PREFERENCE/CAREER CREDITS

Veterans' Preference will be granted in this examination. Veterans who have achieved permanent civil service status are not eligible to receive Veterans' Preference. Career credits will not be granted in this examination.

SPECIAL REQUIREMENTS

Successful completion of all proficiency courses in firearms and all other training qualifications are required to remain in this classification. All departmental peace officers who are issued a departmental weapon as part of their regular or special assignment shall successfully complete a proficiency course on a quarterly basis as defined by the hiring authority.

Firearm Requirement: Any person prohibited by State or Federal law from possessing, using, having in his/her custody or control any firearm, firearm device, or other weapon or device authorized for use by the California Department of Corrections and Rehabilitation is not eligible to compete for, be appointed to, or continue employment in this classification.

Felony Disqualification: Any person convicted of a felony is disqualified from being employed as a peace officer under Government Code Section 1029, an applicant with a felony conviction is not eligible to compete for, or be appointed to, positions in the class.

In completing the Criminal Record Supplemental Questionnaire, you may answer "NO" to the question "Have you ever been convicted by any court of a felony?" if:

- (1) The record of such an incident has been sealed in accordance with Penal Code Sections 851.7, 861.8, 1000.5, 1203.45; or
- (2) The record of such an incident has been or can be expunged pursuant to Health and Safety Code Section 11361.5, which pertains to various marijuana offenses; or
- (3) The conviction was under Health and Safety Code Section 11557 or its successor 11366, when that conviction was stipulated or designated to be a lesser included offense of the offenses of possession of marijuana.

However, you must list the conviction if you have received a release (per Penal Code Section 1203.4 or 1203.4a or Welfare and Institutions Code Section 1179 or 1772) or a pardon (per Penal Code Section 4852.16).

Background Investigation: If you are successful in this examination, you may be required to complete a background investigation form disclosing (with the exception of the three items numbered above) information on arrests regardless of conviction, felony and non-felony convictions, and driving violations. Candidates for peace officer positions will be fingerprinted for search of local, State, and national fingerprint files to disclose any criminal record. The hiring agency uses this information to determine your suitability to become a peace officer.

Information collected for a background investigation after the examination is distinct from that required on the Examination Application (STD. 678) and the Criminal Record Supplemental Questionnaire which is filled out prior to the examination. You will be required to divulge arrest and/or conviction information on the background

investigation document that is not required of you when completing the Examination Application and the Criminal Record Supplemental Questionnaire.

Age Limitation - minimum age for appointment: 21 years.

Citizenship Requirement: Existing law provides that peace officers be either a U.S. citizen or a permanent resident alien who is eligible for and has applied for citizenship. Permanent resident aliens who have not applied for citizenship will be permitted to take an examination, but cannot be appointed to a peace officer classification until they have applied for citizenship. Denial of an application for citizenship shall result in termination of employment. In addition, failure to attain citizenship within three years after filing an employment application because the applicant has not cooperated in processing the application for citizenship shall result in termination of employment.

Drug Testing Requirement: Applicants for positions in this classification are required to pass a drug screening test. An applicant's experimental use of marijuana or other drugs may not be a disqualifying factor. Illegal drug activity will be evaluated to determine suitability for employment as a peace officer, based on how recent, how frequent and the specific circumstances. The drug screening test will be waived for CDCR's employees who are currently in a designated "sensitive" class for which drug testing is required under State Personnel Board, Rule 213.

Pre-Employment Medical Examinations: Physical and psychological suitability examinations are conducted prior to appointment. Tests include TB skin test, urinalysis, complete blood count, blood chemistry panel, VDRL, a general physical examination, and other tests if necessary. Any limitation which restricts a person from safely performing the essential functions of the position may constitute basis for removal of the candidate's name from the eligible list.

Training Requirement: Under the provisions of Penal Code Section 832, successful completion of a training course in laws of arrest, search and seizure, and in firearms and chemical agents is a requirement for permanent status in this classification.

High School Equivalence for Peace Officer Classifications: Equivalence to completion of the 12th grade may be demonstrated by: 1) passing the California High School Proficiency Test; 2) passing the General Educational Development (GED) test indicating high school graduation level; or 3) possession of a degree (Associate of Arts or higher) from an accredited college. No other equivalency is accepted for Peace Officer classifications.

DRUG-FREE STATEMENT

It is an objective of the State of California to achieve a drug-free State work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

GENERAL INFORMATION

It is the candidate's responsibility to contact CDCR's Talent Acquisition and Career Services at (916) 322-2545 five days prior to the written test date if he/she has not received his/her notice.

Applications are available at CDCR, California Department of Human Resources (CalHR), local offices of the Employment Development Department, and through your [CalCareer Account](#).

The Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all applicants will be notified.

Examination Locations: If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions, youth facilities, and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions change.

If you meet the requirements stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described in this bulletin will be rated against a predetermined job-related rating, and all applicants who pass will be ranked according to their score.

General Qualifications: Applicants must possess essential personal qualifications including integrity, initiative, dependability, good judgement, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, investigation may be made of employment records and personal history.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION
TALENT ACQUISITION AND CAREER SERVICES
EXAMINATION SERVICES UNIT
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